The U.S. Department of Labor’s Wage and Hour Division (WHD) is responsible for enforcing on or in connection with covered contracts at least (1) $15.00 per hour beginning January 30, 2022, and (2) Executive Order 14026 (EO) requires that federal contractors pay workers performing work on or in connection with covered contracts for at least the prevailing wage as defined in the OFCCP federal contract rule. Under the NLRA, it is illegal for a union or for the employer to: • Prohibit you from discussing your wages, hours, and other terms and conditions of employment with coworkers or other persons; • Discourage or prohibit organizing or joining a union; • Make threats to you or take any of these actions in a manner that discourages you from engaging in that activity; • Fire, demote, or transfer you, or reduce your hours or change your working hours or other working conditions, or change your assignment or classification of work, or otherwise treat you differently, or attempt to dissuade or intimidate you, or threaten to take any of these actions, because you join or support a union, because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity; • Threaten to close your workplace if workers choose a union to represent them; • Perhibit or grant promotions, pay raises, or other benefits; or • Discourage or discourage union membership. Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to: • Threaten you that you will lose your job unless you support the union; • Refuse to process a grievance because you have criticized the union or because you are not a member of the union; • Use or maintain discriminatory standards or procedures in making job referrals or audit; • Cause or attempt to cause an employer to discriminate against you because of your union-related activity. Take other adverse action against you based on whether you have voted or supported the union. If you and your coworkers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement. 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